



Submitted to the Legislature January 2016

Postsecondary Credentials Awarded (2013-14)

Overall, there was a 3.1% growth rate for credentials issued by public institutions from the previous academic year. While nearly half of these credentials issued are bachelor's degrees, the growth rate for less-than-one year certificates (10%) exceeds that of all other credentials.

Credential Type	Public		Private
	Growth rate from year prior	AY 2013-14	AY 2013-14
Total	3.1%	56,233	32,388
Certificates	7.2%	13,797	6,466
Associate	-2.0%	8,337	5,506
Bachelor	4.0%	25,145	9,016
Graduate	0.0%	8,954	8,839

Source: IPEDS

47% of adults have an associate degree or higher. An additional 22% have some college experience or certificate. Yet, there is a significant gap in education levels between our non-Hispanic white and Asian population and those of our Hispanic, African American and Native American Coloradans.

Colorado Unemployment and Earnings by Education Level

Educational Attainment	Unemployment Rate	Median Earnings
Less than high school graduate	6.4%	\$23,004
High School graduate	4.8%	\$30,568
Some college or associate degree	3.8%	\$35,329
Bachelor's degree	2.1%	\$48,818
Graduate or professional degree		\$64,861

Source: U.S. Census Bureau, 2014 American Community Survey, 1-year estimates; Current Population Survey, 2015

Colorado's economy is one of the strongest in the nation, with an unemployment rate of 3.6% (CDLE, 2015). However, this rate can vary based on factors such as region and education level.

Where are the largest potential supply-demand gaps?

Through analyzing education and labor data, we've highlighted general fields where Colorado-based postsecondary institutions are likely not producing enough credentialed workers to fill anticipated job openings in the state. This is not exhaustive of job types that are difficult to fill.

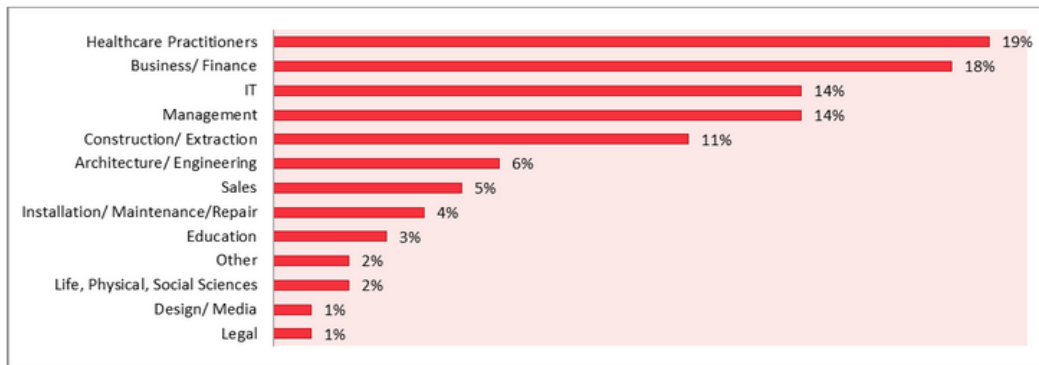
The largest potential gaps for occupations that typically require a certificate, associate degree or apprenticeship include jobs in the skilled trades and IT.

The largest potential gaps for occupations that typically require a bachelor's or graduate degree include finance, IT, K-12 educator and healthcare professionals.

Top Jobs in Colorado

Looking at jobs that have above average growth and typically offer a living wage helps us anticipate where there are great opportunities for Coloradans, the education required and where we should prioritize talent development strategies.

Share of Openings in Top Jobs List by Occupation Cluster



Examples of Top Jobs

For the complete list of Top Jobs, please see Appendix A of the Skills for Jobs Report

Occupation Code	Occupation	Median Annual Earnings	Total % Change 2014-2024	Avg. Annual Openings	Related Completions (2014)	Entry Education Level	Additional Training Level
29-1141	Registered Nurses	\$68,295	33.0	2,351	2,665	Associate degree	None
13-2011	Accountants and Auditors	\$67,473	27.0	2,044	1,218*	Bachelor's degree	None
11-1021	General and Operations Managers	\$100,247	25.2	1,809	N/A	Bachelor's degree	None
41-3099	Sales Representatives, Services, All Other	\$51,915	27.3	1,219	N/A	HS diploma or equiv.	Short-term OJT
15-1132	Software Developers, Applications	\$98,909	34.9	1,109	*	Bachelor's degree	None
47-2111	Electricians	\$46,847	45.4	1,006	859a	HS diploma or equiv.	Apprenticeship
13-1161	Market Research Analysts and Marketing Specialists	\$66,975	46.3	818	338	Bachelor's degree	None
47-1011	First-Line Supervisors of Construction Trades and Extraction Work	\$62,668	38.4	721	N/A	HS diploma or equiv.	None
15-1151	Computer User Support Specialists	\$50,910	34.6	695	*	Some college, no degree	Moderate-term OJT
15-1133	Software Developers, Systems Software	\$104,685	39.1	605	*	Bachelor's degree	None
11-9021	Construction Managers	\$83,436	28.1	572	N/A	Bachelor's degree	Moderate-term OJT
15-1121	Computer Systems Analysts	\$86,663	37.3	552	*	Bachelor's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	\$46,143	45.0	536	389a	HS diploma or equiv.	Apprenticeship
13-1111	Management Analysts	\$80,445	33.4	509	N/A	Bachelor's degree	None
13-1051	Cost Estimators	\$60,095	43.4	419	N/A	Bachelor's degree	None
17-2051	Civil Engineers	\$79,764	32.5	418	469	Bachelor's degree	None
49-9041	Industrial Machinery Mechanics	\$52,710	39.1	415	N/A	HS diploma or equiv.	Long-term OJT
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$48,760	43.5	341	245a	Postsecondary non-degree award	Long-term OJT
29-1123	Physical Therapists	\$74,520	45.9	324	176	Doctoral or professional degree	None
29-2061	Licensed Practical and Licensed Vocational Nurses	\$45,843	31.4	315	300	Postsecondary non-degree award	None

a Designates completions at community or technical colleges and is not necessarily comprehensive of all related training (i.e., apprenticeship completions, employer-sponsored training programs).

* Indicates an inadequate number of shared completions across multiple related occupations.

(N/A) Indicates specific programs do not crosswalk to this SOC, it is difficult to ascertain which completers would enter this occupation or there are no related programs at a Colorado-based institution.

Additional Resources

Talent Pipeline Report: <https://www.colorado.gov/pacific/cwdc/colorado-talent-pipeline-report>
EdPays Tool: <http://co.edpays.org/>